

Position Description

Position	Senior Medical Officer - Paediatric Endocrinology and Diabetes
Service	Child Health Service
Directorate	Women's and Children's
District	Capital, Coast & Hutt Valley
Responsible to	Operations Manager, Child Health Service
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work primarily from Te Wao Nui – Wellington Children's Hospital and Kenepuru Community Hospital although other locations may be required from time to time.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington, Porirua and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in

the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand is based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services including General Paediatrics, Paediatric Endocrinology, Paediatric Neurology, Paediatric Surgery, Paediatric Gastroenterology, Paediatric Sleep medicine, Shared Care Oncology and Child Developmental Services. The Child Health Service work closely with the Wellington regional Level 3 NICU and the Regional Genetics Service.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Capital and Coast:

Vision:	Keeping our community healthy and well
Mission:	Together, Improve the Health and Independence of the People of the District
Values:	Manaakitanga – Respect, caring, kindness Kotahitanga – Connection, unity, equity Rangatiratanga – Autonomy, integrity, excellence

Hutt Valley

Vision:	Whānau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
Mission:	Working together for health and wellbeing.
Ō mātou uara - Values:	Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Service Perspective

The Children's service sits within the Women's and Children's Directorate at Capital, Coast and Hutt Valley District and provides inpatient and outpatient secondary clinical services.

The Te Wao Nuiui Children's hospital comprises resourced inpatient cots/beds for 50 infants, children and young people. There are two inpatient wards, one for medical and one for surgical patients. There is additionally a 36-bed Neonatal Intensive Care Unit with a dedicated homecare team. The ambulatory service includes a children's Short Stay unit, day stay ward, paediatric outpatient service and a community paediatric, nursing team in wellington, an acute assessment and outpatient facility at Kenepuru, and outpatient clinics at Kapiti Children's Health. It also includes a Child Development Service.

Purpose of the role

The purpose of this position is to provide consultant SMO services in paediatric endocrinology and diabetes. The role can include general paediatrics if desired.

Clinically, they will share in the provision of the outpatient service for Endocrinology and Diabetes and provide inpatient advice, as well as regional advice when requested.

The multidisciplinary team in Children's Health is dedicated to ensuring that care of the infant/child/young person and family is paramount. The Service provides an integrated mix of inpatient/outpatient/day patient and domiciliary services for infants, children and young people from a wide range of backgrounds and ethnicities from birth up to sixteen years of age. Child Health Services are progressively being integrated across the Capital, Coast and Hutt Valley, and Wairarapa. All new appointments are regional.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Experience in Paediatric Endocrinology and Diabetes
- Proven ability to participate in a multidisciplinary team environment
- Demonstrate a high degree of clinical skill

B. Essential Professional Qualifications / Accreditations / Registrations:

- Applicants must be registered in New Zealand or hold qualifications entitling them to registration in New Zealand and hold Fellowship of the Royal Australasian College of Physicians (Paediatrics) or an equivalent postgraduate qualification allowing registration as a Specialist Paediatrician with the Medical Council of New Zealand.
- Fully qualified to practice in the speciality of Paediatric Endocrinology

C. Someone well-suited to the role will place a high value on the following:

- Is committed to the values and goals of Te Whatu Ora.
- Is committed to continuous learning and performance development.
- Encourages the development of all team members.
- Develops and maintains positive relationships and works in partnership with other team members.
- Shares knowledge and works cohesively with the team.
- Demonstrate a well-developed community perspective.
- Demonstrate the ability to develop links with the community.
- Be genuinely interested in people, and able to relate to a wide range of people in a helpful, intellectual and compassionate manner.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

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Key Accountabilities

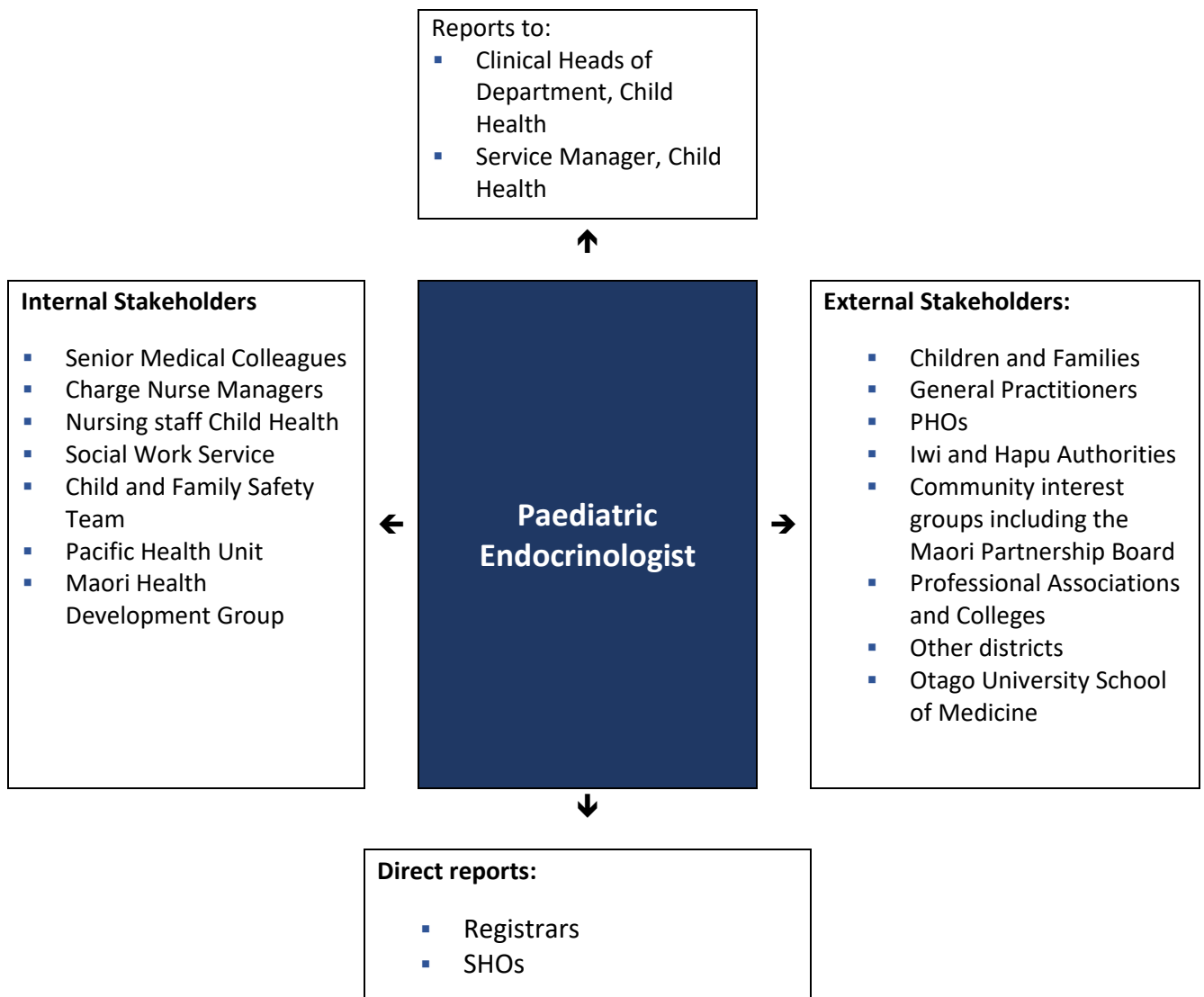
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. To provide assessment and diagnosis of children with diabetes and endocrine conditions in collaboration with the multi-disciplinary team	<ul style="list-style-type: none"> Appropriate assessments and interventions are undertaken in an environment that reflects the needs of the child and family Assessments and subsequent intervention plans are clearly documented and implemented Provides helpful communication and explanation to ensure parents/guardians and family/whānau are informed about the diagnosis and recommended treatments Holds 3-4 clinics per week
2. To be familiar with techniques for appropriate assessment, diagnosis and treatment of children with diabetes and endocrinology needs	<ul style="list-style-type: none"> Diagnostic and practical expertise is demonstrated Obtains informed consent for procedures
3. To support the care of children and their families/whānau within a multidisciplinary team	<ul style="list-style-type: none"> Actively supports multi-disciplinary models of care Actively participates in multi-disciplinary team meetings for the purpose of assessment, planning and implementing treatment Consults and liaises with other professionals involved with the child and family Participates in the education of the patient and relevant others about his/her illness/disability Ensures that the child and parents/guardians and family/whānau understand appropriately the management of the child's issues Provides education to allied health professionals and nurses as appropriate Participates in team meetings and clinical reviews Uses clinical opportunities to enhance knowledge of all members of the multi-disciplinary team.
4. To provide a quality service in accordance with Child Health Service and objectives and within the available resources	<ul style="list-style-type: none"> Diagnostic and practical expertise meets the standards of the service Ethical standards and codes of conduct are applied The goals of the Service are actively supported Clinical audits are of acceptable standard, regularly done and recommendations instituted Work is performed in collaboration with child development team members, medical colleagues, nurses and other health professionals involved in on-going management of the patient Allocated sessions, clinics, reporting times are used efficiently and effectively to reach output targets and objectives of the annual business plan Harmonious working relationships are maintained with staff and individuals Timely advice is provided to the Clinical Head of Department, Child Health, and Operations Manager, Surgical, Women's and Children's

	<p>Directorate on trends in speciality, predicted needs and future developments to provide input to strategic and operational plans</p> <ul style="list-style-type: none"> Assists with the provision of statistics, reports and service data.
5. To be a resource and/or consultant to Capital, Coast and Hutt Valley District and the wider community	<ul style="list-style-type: none"> Provides sound advice when requested to other health professionals
6. To initiate and participate when appropriate in research approved by the Capital, Coast and Hutt Valley Ethics Committee and as requested by or negotiated with the Clinical Head of Department	<ul style="list-style-type: none"> Any Clinical research is completed and ethical guidelines followed Formal approval of the Capital, Coast and Hutt Valley Ethics Committee will be sought for a research undertaken or involvement in therapeutic trials, which will be conducted in assistance with other ethics committees' protocols.
7. To participate in training undergraduate, medical and allied health staff	<ul style="list-style-type: none"> An active role is taken in teaching sessions/courses for Medical, Nursing and Allied Health staff Take responsibility for supervising the work of junior medical staff and medical students where required, and, as appropriate, for other health professionals involved in the management of the child Participates in training medical staff undertaking training in paediatrics in accordance with the Royal Australasian College of Physicians and candidates for the Diploma of Child Health
8. To actively contribute to Continuous Quality Improvement activities within the service	<ul style="list-style-type: none"> Participates a culture of continuous improvement. Identifies improvement opportunities and notifies Child Development Team Leader, Clinical Head of Department, Child Health, and Service Manager, Surgical, Women's and Children's Directorate of these Participates in audit activities relating to the maintenance of clinical standards and quality improvement for the service Participates in the service's quality improvement activities Provides good patient/client service and is responsive to patient/client requests or complaints Complies with standards and works to improve patient/client satisfaction Adheres to and assists with further development of protocols, guidelines and practice standards pertaining to the Child Health Service and wider organisation.
9. To actively contribute to risk minimisation activities within the service	<ul style="list-style-type: none"> Identifies risks and notifies the manager of these Participates in the service's risk minimisation activities Complies with Reportable Events policy and other policies and procedures
10. Leadership	<ul style="list-style-type: none"> Clear guidance and advice and support will be given to a range of staff groups, with expectations clearly defined and regular feedback provided regarding performance against expectations. To be a resource and/or Consultant to the service and the wider community.

	<ul style="list-style-type: none"> ▪ The Paediatrician will forge close links within the service, providing advice and advocating for existing and new services as necessary. ▪ The Paediatrician will take part in the regular professional development activities of the child health service; e.g. “Journal Club” “Grand Round” presentations and clinical audit sessions.
11. To Complete Inpatient Ward Rounds and Associated Clinical Activities if agreed as a component of the post	<ul style="list-style-type: none"> ▪ When rostered for the weekend or weekday acutes, a formal ward round will take place on the following day. ▪ Post-acute ward round and ongoing care of children while inpatients. ▪ Review all patients, both new and existing. ▪ Plan investigations, treatments, referrals and discharges, including the necessary referrals to supporting service. ▪ Provide education and discussion with parents and relatives of children. ▪ Weekday acute call as rostered
12. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
13. Health & Safety	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably
Organising	<ul style="list-style-type: none"> Can marshal resources (people, funding, material, support) to get things done Can orchestrate multiple activities at once to accomplish a goal Uses resources effectively and efficiently Arranges information and files in a useful manner
Planning	<ul style="list-style-type: none"> Accurately scopes out length and difficulty of tasks and projects Sets objectives and goals Breaks down work into the process steps Develops schedules and task/people assignments Anticipates and adjusts for problems and roadblocks Measures performance against goals Evaluates results
Decision Quality	<ul style="list-style-type: none"> Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time Sought out by others for advice and solutions
Problem Solving	<ul style="list-style-type: none"> Uses rigorous logic and methods to solve difficult problems with effective solutions Probes all fruitful sources for answers Can see hidden problems' Is excellent at honest analysis Looks beyond the obvious and doesn't stop at the first answer
Quality & Innovation	<ul style="list-style-type: none"> Provides quality service to those who rely on one's work. Looks for ways to improve work processes - suggests new ideas and approaches. Explores and trials ideas and suggestions for improvement made by others. Shows commitment to continuous learning and performance development.
Negotiating	<ul style="list-style-type: none"> Can negotiate skilfully in tough situations with both internal and external groups; Can settle differences with minimum noise; Can win concessions without damaging relationships; Can be both direct and forceful as well as diplomatic; Gains trust quickly of other parties to the negotiations; Has a good sense of timing